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663821

INDEX DISSEM BY: 44  
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TO: EUSS-4  
ADMIN PERS 4

1. A NUMBER OF FACTORS ARE MOVING THE DIRECTORATE TOWARD A POLICY WHICH WOULD ESTABLISH A THREE-YEAR TOUR AS THE NORMAL OVERSEAS ASSIGNMENT FOR STAFF EMPLOYEES. MOST OF THESE FACTORS ARE OBVIOUS TO US ALL: CONTINUING INFLATIONARY SQUEEZE WHICH REQUIRES PERSISTENT ATTENTION TO THE REDUCTION OF FIXED EXPENSES, THE EXPERIENCE FACTOR WHICH TENDS TO SHOW THAT OPERATIONAL EFFECTIVENESS IS GREATEST IN TOURS OF MORE THAN TWO (AND USUALLY LESS THAN FOUR) YEARS, THE PREFERENCE OF MANY PERSONS TO AVOID THE DISRUPTION AND PERSONAL EXPENSE OF HOME LEAVE AFTER ONLY TWO YEARS, AND COVER PRACTICES WHICH HAVE GENERALLY MOVED IN THE DIRECTION OF LONGER STANDARD TOURS.

~~THE AGENCY IS GIVING THIS SUBJECT VERY SERIOUS STUDY NOW AND WE EXPECT, BUT CANNOT PREDICT THAT IT MAY WELL MOVE TO FIX THE MINIMUM TOUR AT THREE YEARS.~~

2. EUR DIVISION HAS DECIDED AS OF 1 JANUARY TO ADOPT THE THREE-YEAR TOUR AS THE STANDARD ASSIGNMENT FOR STAFFERS ENTERING ON NEW TOURS OR COMPLETING CURRENT TWO YEAR TOURS DURING THE COMING

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# OUTGOING MESSAGE

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TURNOVER SEASON. THERE WILL BE EXCEPTIONS AND THE DIVISION WILL ENTERTAIN THOSE CASES WHICH <sup>YOU</sup> CONSIDER TRULY EXCEPTIONAL. HOWEVER OUR JUDGMENT WILL NECESSARILY BE BASED ON OPERATIONAL GROUNDS AND NOT PERSONAL ONES. TO DATE WE HAVE NOT ENCOUNTERED REAL CASES OF HARDSHIP IN APPLYING THIS POLICY TO THE CURRENT ROUND OF PERSONNEL DECISIONS.4

3. WE WILL OF COURSE BE CORRESPONDING INDIVIDUALLY WITH STATIONS WHERE THIS PROCEDURE HAS NECESSITATED DEVIATING FROM INDIVIDUAL PREFERENCES AND STATION ENDORSEMENTS THEREOF IN FRQS WHICH HAVE RECENTLY BEEN UNDER CONSIDERATION HERE. WE WOULD APPRECIATE EACH STATION CHIEF EXPLAINING THIS DIVISION PRACTICE, AND THE REASONS FOR IT, TO THE PERSONNEL OF EACH STATION AND BASE. STATION CHIEFS PLEASE RELAY THIS MESSAGE TO SUBORDINATE ELEMENTS, E2 IMPDET.H

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